

## DOCUMENT RESUME

ED 411 803

IR 056 629

AUTHOR Carson, Kerry David; Carson, Paula Phillips; Phillips, Joyce Schouest

TITLE The ABCs of Collaborative Change: The Manager's Guide to Library Renewal.

INSTITUTION American Library Association, Chicago, IL.

ISBN ISBN-0-8389-0699-0

PUB DATE 1997-00-00

NOTE 274p.

AVAILABLE FROM American Library Association, 155 North Wacker Dr., Chicago, IL 60606-1719 (\$35 nonmembers; \$31.50 ALA members); phone: 1-800-545-2433; fax: 312-836-9958.

PUB TYPE Books (010) -- Guides - Non-Classroom (055) -- Tests/Questionnaires (160)

EDRS PRICE Document Not Available from EDRS.

DESCRIPTORS \*Change Strategies; \*Cooperative Planning; \*Library Administration; Library Automation; \*Library Development; Library Personnel; Library Planning; Organizational Change; Organizational Climate; \*User Needs (Information)

## ABSTRACT

As new technologies, changing patron needs, and fluctuations in funding continue to affect libraries of all types and sizes, library administrators and managers realize the need to reevaluate the structure and staffing of their organizations. This book prescribes the steps for moving from traditional to renewed library, including planning, implementing, and surviving change. Positive change and transformation can take place only when everyone in the library organization is involved in planning and implementing change initiatives. The best approach is through collaborative change--involvement and participation of all who will be affected. The book is divided into three parts that discuss how to achieve the ABCs of collaborative change which are: achieving the renewal; building the foundation for renewal; and cementing the renewal. Thirty-seven figures illustrate concepts and 18 sample forms are included throughout the book. (AEF)

\*\*\*\*\*  
\* Reproductions supplied by EDRS are the best that can be made \*  
\* from the original document. \*  
\*\*\*\*\*